



**Delaware Workforce Development Board
Youth Council Meeting
Fox Valley Department of Labor-Annex
June 14, 2017
9:00am-11:00am
Minutes**

Attendees: George Krupanski, Kathy Butler, Kenyetta Byrd, Michelle Taylor, Joyce Ottinger, William Potter, Robin McKinney-Newman, Wanda Holifield, DáLynn Wright

Quorum was achieved and everyone was welcomed

Michelle Taylor made a motion to accept the minutes and Kathy Butler seconded the motion.

Joyce Ottinger reported the summer youth program is running. Andy Feher of DOL-DET is taking over for summer youth. Worked with registering youth one on one for Delaware Job Link. Parent night is tonight and they will get information about Delaware Job Link and why the youth is registering for it. He's working with southern counties to make sure everyone is on board and registered. The youth are updating their resumes with the skills they gained over the summer. We've had about 75 people a night to do Job Link. Talked about updating Delaware Job Link to make it easier.

Bill Potter asked how many youth are enrolled?

Joyce Ottinger reported there will be a total of 383 youth are enrolled through our funding, the City of Wilmington is taking another 300 youth to get them jobs.

Michelle Taylor explained the expectation is to get youth to use Job Link. United Way of Delaware had meetings with Department of Labor (DOL), Department of Education (DOE), the City of Wilmington, New Castle County, Del-Tech. We are really trying to make sure Delaware Job Link is appropriate for the youth. We would also like HR professionals to do "speed dating" with youth to allow them the opportunity to talk about any job experience they have and what they would like to do in the future. The applications should be modified for next year to make sure they are aligned with pathways. The youth are making the transition from having a summer job to a learning based experience. Hopefully, the data will project what 2018 may intel. Next Year, the City of Wilmington and New Castle County staff will inquire if the youth are participating in the pathways currently.

Joyce Ottinger stated everyone had to fill out a survey to figure out what their pathway was and what they wanted. Many didn't know the terminology.

Michelle Taylor mentioned some of the assessments, along the way, can see how we are really making progress. The "speed dating" can tell how youth can articulate the computer imputing assessment and give us feedback from HR professionals.

Joyce Ottinger: The most stumbling blocks were username and password with registration.

Michelle Taylor: Next year, United Way is thinking about finding one building large enough where all city and county providers can do all the training for the youth. At the end of August/September we might be able to have some feedback on what it might look like for next year.

DáLynn Wright explained majority of the inner city youth don't have access to computers and don't know where libraries or computer labs are located. Youth use their phones and don't know how to fill out applications. He said he believes it's why the city went back to paper application so youth can have help from their parents to fill in the information. Many do not know how to do online banking or anything else business related.

Bill Potter: The phone is significantly different than the computer.

George Krupanski (George K.): Two ways to go at things. One, to get youth to conform to the traditional use of computer. The other is for us to adjust our system to where the youth is by being able to use an application on the phone.

Kathy Butler: You can pull up Job Link on your phone. It's not a situation where the youth don't know how to fill out the application, it's they aren't following directions, skipping questions, etc.

Kenyetta Byrd: Need to have a focus group with the youth to design an "app" for the system. If presented an application which is multifaceted and more visually appealing. This makes the youth understand they have transferrable skills.

Michelle Taylor: Is there anything based around using social security number at the youth level?

George K. replied not in Delaware.

Michelle Taylor: More than 50% of youth were eliminated from scholarships because they didn't follow instructions and/or didn't complete the applications. The city and county could incorporate in training and/or community based organizations to get the youth to be computer literate and possibly have it reinforced through schools.

Kathy Butler explained Career Compass is a part of the Department of Labor and has been a staple for years. The last four years have been difficult bridging the Department of Labor and youth council

George K. asked Bill can you send the Career Compass Link to everyone?

Joyce Ottinger: Our youth programs still use Career Compass. We have four in-school programs and five out of school. Two of the in-school programs are statewide.

Bill Potter asked maybe if he should find out how to add content to Career Compass

Kenyetta Byrd stated maybe there should be a survey sent out to get feedback rather than having open ended comments.

George K. explained we want to encourage more employers to hire youth and address those employers that may be hesitating to hire youth. Also, want to recognize employers hiring youth. What can we do to recognize those employers hiring youth?

Bill Potter suggested we should follow a page from the veteran's handbook. There's a plaque that hangs outside the Governor's office for those businesses that hires the most veterans they do every year. It's an award that businesses strive for and everyone wins. Gary Stockbridge is proposing a youth based/work based learning summit towards the end of the summer. To bring in folks who have worked with youth or are on the fence. It may not be a bad idea to consider doing this as an annual event and the award can be given to create some buzz to get other employers on board.

Michelle Taylor stated she has talked to Delaware Technical Community College and Department of Education to get feedback. I also went to a national conference on this subject. Some of the employers are hesitant to hire younger people because of the insurance, the liability, and don't want to have to train young people. Can we get employers to more engage with the sixth through eighth grade, through job shadowing, career fairs, mentors, etc. so they can begin to get connected? Then trying to get them connected to Pathways to help support one of the pathways or look at summer youth employment opportunities. Try to engage corporations in when they have the right potential. JP Morgan Chase is placing many youth in different jobs. Chase's feedback was they want to assess the youth before they place them.

Bill Potter explained Gary Stockbridge has an idea to bring in all the best programs and then divide the money after we rank order all the programs, then fund whatever programs we have too which is the 75% to 20%.

Joyce Ottinger stated 20% of the funds go to youth being contracted for jobs.

George K. asked Robin McKinney-Newman to develop a criteria to reward those employers who hire youth and special awards to those employers who hire the most youth. Bill Potter should send out the link to compass.

Michelle Taylor asked who are the employers helping to build talent and are the biggest employers of youth.

Kenyetta Byrd explained the city and county are keeping track of who their employers of youth are and making sure they are still hiring so they can be recognized statewide.

Michelle Taylor stated ultimately we want to change the culture to make jobs better available for the youth. Who's the employer of the year not just the summer? We should have to align with pathways to make sure we know who these employers are.

George K. explained we should come back with a description of different categories and what employers are out there.

Michelle Taylor asked we should invite Chandlee Kuhn to get a better understanding of what she and/or DelTech wants to do to make sure the youth has jobs.

Robin McKinney-Newman reported the Demand Occupation List was approved by the Executive Committee. The list was cut down and some occupations were put back on due to those occupations actually had job openings. These jobs will be covered by the Department of Labor.

Robin McKinney Newman stated the committee may grow and the meeting may grow because board members will be assigned to different committees. The next meeting will be September 13th and December 13th it will be the same time and the meeting should be at Goodwill. I will send out an email and not the calendar invite.

Meeting Adjourned.